

10PQC Contract Specialist (Apr 20)
Panel #1
GS13 and Above

Scoring of Questions

- 1 pt - The candidate can apply the competency in the simplest situations. The candidate may require close and extensive guidance.
- 2 pts - The candidate demonstrates the behavior in somewhat difficult situations. The candidate may require significant mentoring to develop.
- 3 pts - The candidate demonstrates the behavior in difficult or challenging situations. The candidate may require occasional mentoring to develop.
- 4 pts - The candidate demonstrates the behavior in considerably difficult situations. The candidate does not require mentoring to develop the behavior.
- 5 pts - The candidate demonstrates the behavior in exceptionally difficult situations. The candidate serves as a role model for others for this behavior.

Questions:

1. NOT SCORED (GS13&A - 5) Intro #5 - How has your career progression led you to apply for this position?
2. (GS13&A - 14) Accountability #5 - Tell us about a time when you assumed personal accountability for a situation or event because you realized the role you played in the situation or event.
3. (GS13&A - 49) Decisiveness #6 - How do you involve your manager and/or others when you make a decision?
4. (GS13&A - 102) Leveraging Diversity #4 - Tell us about the most difficult challenge you faced in trying to work cooperatively with someone who did not share the same ideas? What was your role in achieving the work objective?
5. (GS13&A - 150) Technical Credibility #2 - Give me an example of how a certain business practice in your work industry changed? How did you remain updated on the changing practice? How did this change the impact of your work?
6. (GS13&A - 154) Technical: Analysis #3 - Tell me about a contract which required you to make cost/price analysis decisions. What was your specific role? What kind of analytical determinations did you make to arrive at final cost/price recommendations? What was the outcome?
7. (GS13&A - 180) Technical: Communication #2 - Tell me about a time when you conveyed technical information to an audience that did not have a technical background. How did you communicate the information? How did you know whether the audience understood you?
8. (GS13&A - 195) Technical: Contracts #3 - Tell us about your experience in negotiating or managing contracts. Then provide us with an example of how you handled a challenging situation involving contract negotiation or management

9. (GS13&A - 196) Technical: Contracts #4 - Think of a time when you had to conduct research to resolve a problem in which the FAR and/or agency contracting guidance did not hold the answer. What sources did you use for research to obtain key information needed? What was the outcome of your research
10. (GS13&A - 199) Technical: Contracts #7 - Give an example of how you, as a contracting professional, took a leadership role in an integrated delivery team? What specific steps did you take? What was the outcome?
11. NOT SCORED - Do you have any questions for us?

Rate your overall impression of the candidate's ability to serve as a positive contributor to the technical and leadership skills required for this position.

1. pt

- The candidate is not a good fit for this position
- The candidate did not demonstrate sufficient ability in all of the behaviors

2. pts

- The candidate demonstrates the behaviors required but not to a satisfactory level
- The candidate did not demonstrate sufficient ability in most of the behaviors

3. pts

- The candidate demonstrated the behaviors required, but only some of the behaviors are developed to the level expected of this position;
- The candidate demonstrated most of the behaviors, however would require significant coaching in the remaining behaviors to achieve the level necessary to be successful in the position.

4. pts

- The candidate demonstrated the behaviors required; most of the behaviors are developed to the level expected of this position;
- The candidate demonstrated most of the behaviors, however would benefit from basic coaching in the other behaviors to achieve the level necessary to be truly successful in the position

5. pts

- The candidate demonstrated the behaviors a level expected of this position or exceeds the level expected of the position;
- The candidate demonstrated all the cultural behaviors; demonstrated the ability to be successful in the position from day 1; demonstrated the potential to serve as a role model for others in the organization.

Total the points for each individual on questions 2 – 10 and the overall impression.